

I am a Registered Nurse at Shasta Regional Medical Center (SRMC) and I am writing to encourage the Board to keep the election rules the way they are. My colleagues and I recently participated in a union election conducted by the Board and found the process to be straightforward, with clear procedures and guidelines that were easy to understand and share with colleagues.


At my facility, a large majority of RNs wanted union representation. With a timely election process, nurses were able to exercise their rights without extended, unnecessary delay. In the three weeks after filing the petition and before the election, management engaged in a heavy union-busting campaign. They ran anti-union classes, held townhalls with the hospital CEO, and directed physicians to discourage RNs from voting for the union. Their message was definitely heard by all of the nurses. The Union and my colleagues and I who supported the union were also able to get our message out to nurses because SRMC timely provided a voter list that included contact information. This was important because there were some newly hired RNs who had not started working on the unit yet, so having their phone number insured that they could still get information from both sides about the campaign. Also just based on the location of our hospital, many RNs live over 2 hours from SRMC in Sacramento, so again being able to reach those colleagues via phone or email was essential. Management already possesses all of this contact information in addition to being able to schedule and mandate meetings during work time, so it helps to level the playing field by making contact information available to the Union as well as early on as possible.

The current Board rules also provided for a smooth process to figure out eligibility issues. There were disagreements over eligibility concerning a very small number of RNs. Rather than having to go to a lengthy hearing to resolve the issue, and further delay the election, those nurses were allowed to vote subject to challenge and we were able to easily resolve those issues after the election. This made the process smooth and efficient and helped to avoid unnecessary delays and waste of resources.

Finally, the e-filing provisions of the current Board rules are common sense and certainly helped to streamline our election. The e-filing process was fast and easy. SRMC is over 3 hours from the nearest NLRB office (and I know many hospitals are further) so hand delivering a petition would have been prohibitive. We also got quick confirmation via the e-filing system that the petition was received, which is definitely a step-up from faxing or other outmoded forms of document delivery.

My colleagues and I want the 2014 Board rules to be maintained. Workers deserve to be free from worries about a drawn-out process. The current rules streamline the process and limits management's ability to undermine workers.

Thank you for your consideration,


Mary Veale